

**Notice of References Cited**

Application/Control No.

09/877,474

Applicant(s)/Patent Under  
Reexamination  
THOMAS, ROLAND R.

Examiner

Jonathan G. Sterrett

Art Unit

3623

Page 1 of 3

**U.S. PATENT DOCUMENTS**

| * |   | Document Number<br>Country Code-Number-Kind Code | Date<br>MM-YYYY | Name                     | Classification |
|---|---|--|-----------------|--------------------------|----------------|
| * | A | US-6,266,659                                     | 07-2001         | Nadkarni, Uday P.        | 707/3          |
| * | B | US-6,289,340                                     | 09-2001         | Puram et al.             | 707/5          |
| * | C | US-6,735,570                                     | 05-2004         | Lacy et al.              | 705/7          |
| * | D | US-5,758,324                                     | 05-1998         | Hartman et al.           | 705/1          |
| * | E | US-5,164,897                                     | 11-1992         | Clark et al.             | 705/1          |
| * | F | US-6,381,592                                     | 04-2002         | Reuning, Stephen Michael | 707/3          |
| * | G | US-6,370,510                                     | 04-2002         | McGovern et al.          | 705/1          |
| * | H | US-5,416,694                                     | 05-1995         | Parrish et al.           | 705/8          |
| * | I | US-2002/0106617                                  | 08-2002         | Hersh, Michael           | 434/236        |
|   | J | US-  |                 |                          |                |
|   | K | US-  |                 |                          |                |
|   | L | US-  |                 |                          |                |
|   | M | US-  |                 |                          |                |

**FOREIGN PATENT DOCUMENTS**

| * |   | Document Number<br>Country Code-Number-Kind Code | Date<br>MM-YYYY | Country | Name | Classification |
|---|---|--|-----------------|---------|------|----------------|
|   | N |  |                 |         |      |                |
|   | O |  |                 |         |      |                |
|   | P |  |                 |         |      |                |
|   | Q |  |                 |         |      |                |
|   | R |  |                 |         |      |                |
|   | S |  |                 |         |      |                |
|   | T |  |                 |         |      |                |

**NON-PATENT DOCUMENTS**

| * |   | Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)   |
|---|---|---|
|   | U | Schreyer, Ray; McCarter, John; "Get moving on the Recruiting Superhighway", Apr 1999, HR Focus, ABI/INFORM Global, p.S9.  |
|   | V | BusinessWire, "DiscoverME Clicks with Job Seekers", Apr 27, 1999, p.1, ProQuest ID 40881637.  |
|   | W | PR Newswire, "FreeAgent.com to be launched on Independence Day – the first internet service dedicated to free agents", May 10, 1999, p.1, ProQuest ID 41239497. |
|   | X | PR Newswire, "Job-Search-Engine.com becomes the first infomediary web site for the job seeker.", May 27, 1999, p.1. ProQuest ID 41927562.                       |

\*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)  
Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.

**Notice of References Cited**

Application/Control No.

09/877,474

Applicant(s)/Patent Under  
Reexamination  
THOMAS, ROLAND R.

Examiner

Jonathan G. Sterrett

Art Unit

3623

Page 2 of 3

**U.S. PATENT DOCUMENTS**

| * |   | Document Number<br>Country Code-Number-Kind Code | Date<br>MM-YYYY | Name | Classification |
|---|---|--|-----------------|------|----------------|
|   | A | US-  |                 |      |                |
|   | B | US-  |                 |      |                |
|   | C | US-  |                 |      |                |
|   | D | US-  |                 |      |                |
|   | E | US-  |                 |      |                |
|   | F | US-  |                 |      |                |
|   | G | US-  |                 |      |                |
|   | H | US-  |                 |      |                |
|   | I | US-  |                 |      |                |
|   | J | US-  |                 |      |                |
|   | K | US-  |                 |      |                |
|   | L | US-  |                 |      |                |
|   | M | US-  |                 |      |                |

**FOREIGN PATENT DOCUMENTS**

| * |   | Document Number<br>Country Code-Number-Kind Code | Date<br>MM-YYYY | Country | Name | Classification |
|---|---|--|-----------------|---------|------|----------------|
|   | N |  |                 |         |      |                |
|   | O |  |                 |         |      |                |
|   | P |  |                 |         |      |                |
|   | Q |  |                 |         |      |                |
|   | R |  |                 |         |      |                |
|   | S |  |                 |         |      |                |
|   | T |  |                 |         |      |                |

**NON-PATENT DOCUMENTS**

| * |                | Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)   |
|---|----------------|---|
|   | U <sup>2</sup> | Messmer, Max, "Net-savvy job searching", June 1999, Strategic Finance, 80, 12; ABI/INFORM Global, p.10.   |
|   | V <sup>2</sup> | Farris, Jeff, "Find a job on the internet", June 1999, Strategic Finance, 80,12; ABI/INFORM Global, p.62.   |
|   | W <sup>2</sup> | Krechowiecka, Irene, "The Guardian Graduate Month: Net that first job from your armchair – save time by sending your mouse to work", June 7, 1999, the Guardian, Manchester (UK), p.008, ProQuest ID 42218142.    |
|   | X <sup>2</sup> | Chapman, Derek, S; "Expanding the search for talent: Adopting Technology-based strategies for Campus Recruiting and Selection", 1999, Journal of Cooperative Education, 34, 2; ProQuest Education Journals, p.35. |

\*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)  
Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.

**Notice of References Cited**Application/Control No.  
09/877,474Applicant(s)/Patent Under  
Reexamination  
THOMAS, ROLAND R.Examiner  
Jonathan G. SterrettArt Unit  
3623

Page 3 of 3

**U.S. PATENT DOCUMENTS**

| * |   | Document Number<br>Country Code-Number-Kind Code | Date<br>MM-YYYY | Name | Classification |
|---|---|--|-----------------|------|----------------|
|   | A | US-  |                 |      |                |
|   | B | US-  |                 |      |                |
|   | C | US-  |                 |      |                |
|   | D | US-  |                 |      |                |
|   | E | US-  |                 |      |                |
|   | F | US-  |                 |      |                |
|   | G | US-  |                 |      |                |
|   | H | US-  |                 |      |                |
|   | I | US-  |                 |      |                |
|   | J | US-  |                 |      |                |
|   | K | US-  |                 |      |                |
|   | L | US-  |                 |      |                |
|   | M | US-  |                 |      |                |

**FOREIGN PATENT DOCUMENTS**

| * |   | Document Number<br>Country Code-Number-Kind Code | Date<br>MM-YYYY | Country | Name | Classification |
|---|---|--|-----------------|---------|------|----------------|
|   | N |  |                 |         |      |                |
|   | O |  |                 |         |      |                |
|   | P |  |                 |         |      |                |
|   | Q |  |                 |         |      |                |
|   | R |  |                 |         |      |                |
|   | S |  |                 |         |      |                |
|   | T |  |                 |         |      |                |

**NON-PATENT DOCUMENTS**

| * |                | Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)  |
|---|----------------|--|
|   | U <sup>3</sup> | Mueller, Ruediger, "A 4GL based executive search system", Spring 1993, Journal of End User Computing, v5n2, pp.5-16, Dialog 00767800 94-17192.                                       |
|   | V <sup>3</sup> | Philbrick, Jane H; Bart, Barbara, D; Hass, Marcia E; "Pre-employment screening: a decade of change", June 1999, American Business Review, v17n2, pp.75-85, Dialog 01840991 04-91982. |
|   | W <sup>3</sup> | Philbrick, Jane H; Bart, Barbara, D; Hass, Marcia E; "Pre-employment screening: a decade of change", June 1999, American Business Review, v17n2, pp.75-85, Dialog 01840991 04-91982. |
|   | X              |  |

\*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)  
Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.